

# The Library Assistant:

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## EDITORIAL.

**The Annual Meeting and the Moral.**—The Association has reason to congratulate itself on the Eighteenth Annual Meeting at Nottingham. Both from a fraternal and a business point of view the meeting was a success. Most important of all, perhaps, was the opportunity afforded of exchanging felicitations and for social intercourse. Cordial greetings were exchanged; formalities were tabooed and preconceived ideas as to the personalities of many known to each other by name only were compared with actualities with, we venture to say, quite satisfactory results. Our Nottingham friends vied with each other in making us welcome, and we owe much to Mr. J. Potter Briscoe, who obviously took delight in making our short stay a memorable one. Once again has Mr. Potter Briscoe furnished proof, if such were needed, of his interest and belief in the Association.

As has been already mentioned, never before has the L.A.A. Annual Meeting been held outside of London, so the event was of the epoch-making order. There is one other point, too, in which the meeting was unique. We believe we are right in saying that never before has it been the privilege of a member of the Association to be appointed a delegate to an Annual Meeting of the L.A.A. at the direct instigation of his library authority. The action of the Brighton Public Library Committee in appointing Mr. Male, the sub-librarian, as an official delegate is worthy of praise, and points a significance for us which it is difficult to overestimate. All honour to Mr. H. D. Roberts and his

Committee in recognising the aspirations of the Association in so practical a manner. After an existence of eighteen years the L.A.A. finds that the prejudice which existed and perforce had to fight against in its early years has almost faded away. There are still, unfortunately, an infinitesimal number of the older school of librarians who refuse to recognise, even now, its growth and influence, but they are a diminishing quantity and a diminishing force. In the place of the indicated prejudice there has arisen a firm belief in the work of the L.A.A. and its power for good. For the rest we are content to abide our time.

**Examination matters.**—The Annual Meeting gave rise to certain facts in connection with the Library Association Examinations which seem to point to the need for investigation. It was alleged that [some] candidates at certain centres were allowed to leave the examination room; complaints were rife of insufficiency of copies of the Dewey and Subject classifications, and an instance of four copies to six candidates was given. Moreover, there was dissatisfaction at the accommodation provided for examination candidates. Again, cases were specified where the hour of commencing the examinations, found the authorities without a sufficient number of examination papers, and it was also alleged that candidates had received the practical questions at the theoretical examinations and *vice versa*. We make no apology for regarding this as a serious indictment of a matter which cannot by any stretch of imagination be deemed businesslike. We have no personal knowledge of the matters complained of, but in that complaints were vented in open discussion there seems to be reasonable grounds for supposing that the matters complained of have some foundation in fact. One point only will we permit ourselves to criticise, and that in regard to the accommodation provided for candidates. It is the bounden duty of the powers that be to provide *comfortable* accommodation, but this point does not always appear to have received the consideration it deserves. Five or six hours in an examination room involves no small physical strain, and the candidate's lot should be made as comfortable as is humanly possible. The other points enunciated we have not commented on, contenting ourselves with a mere chronicling of the complaints alleged, and hoping that in each particular case there were extenuating circumstances. One point more would we make and that is a plea for a speeding up of the time taken to adjudicate on the examinations. This must indeed be inevitable if the Library Association—and

we trust it will—listens to the request of the Midland Branch for half yearly examinations instead of the present yearly ones. It is logical to suppose that half-yearly examinations would attract half the present annual number of candidates, and consequently halve the amount of work. We make this point with a due appreciation of the difficulties of the examiners, but difficulties of this nature are meant to be overcome.

**Holidays.**—The holiday season is once again upon us. The next number of the Journal will be issued, as is usual, on September 1st, as a combined August-September issue. We take this opportunity of wishing all our readers a pleasant holiday vacation.

## ANNOUNCEMENTS.

### PROPOSED LAWN TENNIS TOURNAMENT.

It is proposed to hold a Lawn Tennis Tournament, on Wednesday, July 23rd, to take place probably at Battersea. Those wishing to take part should apply without delay to Mr. H. PETERS, PUBLIC LIBRARY, HITHER GREEN, CATFORD.

### THE EASTER SCHOOL GROUPS.

THE HONORARY SECRETARY, Mr. W. C. Berwick Sayers, has still left a limited number of copies of photographs of the Easter School groups—Paris and Holland—which members may have at ONE PENNY each.

### THE EASTER SCHOOL IN HOLLAND.

*(Concluded).*

By OLIVE E. CLARKE.

Sunday morning saw most of the party on their way to Haarlem, but a small party stayed behind to attend the Easter service at the English Church; a tiny church, and bare of all decoration; but the service was hearty and sincere, and it was an experience to have no Easter flowers. Miss Gebhard added to the debt of this small party by electing to remain with them, so that they should come to no harm, and not only did she accompany them to church, but she led them down to the Jewish Quarter, the oldest and most picturesque part of the city. Huge excitement followed our advent, for our young and adventurous friend of Paris note, had gone hatless to church. Every person who passed the party either offered to give or sell him "un chapeau," or else pointed out where one might be bought! His only regret appeared to be that none of the girls offered him one. After lunch, everybody met again and the whole party, with the

exception of six who visited the City Archives at Amsterdam, took the train to Hilversum—a little country town in the midst of heather moors and hillocks. Hilversum is the home of Miss Mühlenfeld, so there is no further need to describe the impatience with which the party had anticipated this visit. The Public Library of Hilversum has the appearance of a country-house of the bungalow type; it is a rather long, one-storied building standing in a pretty garden. Through the windows one caught glimpses of daffodils, comfortable chairs, and book-lined walls. The visitors grouped themselves about a room in which were exhibited various treasures of the library, and examples of its many activities, whilst Mr. J. Hingst, Chairman of the Libraries Committee, bade them welcome in no less cordial manner than their other hosts. Once again they were regaled with delightful tea in a room gay with daffodils and sunshine, and then they wandered about the library in the care of members of the Committee and Staff. The Library consists of a Reference Library, with two tables akin to those in the Islington Library; a Reading Room with an astonishingly-complete supply of papers and magazines; and a Lending Library, with full and complete sheaf catalogues. There is also a Bindery, a delightful office for the Librarian, and two other rooms—one in which lectures are given, and exhibitions held—and another in which it is hoped to have a Children's Library. There is not space to tell of all the work Miss Mühlenfeld and her staff accomplish, but it is impossible to omit mention of her envy-producing collection of reproductions of famous pictures. These have been gathered from periodicals, from art catalogues and various other sources; each picture is mounted on a stiff paper of uniform size, and inserted in its place—according to school, master and date—in the general collection; this is divided up into volumes, a certain number of pictures being bound together in a volume on the sheaf-catalogue principle. As the pictures can be inserted or taken out at will, Miss Mühlenfeld has a few exhibited on sloping desks beneath very thick glass in the Reference and Lending libraries. The actual monetary cost of this undertaking is very small, but the value of such a collection is immeasurable to a community with no great art-gallery at hand. It must not be forgotten that the collection is thoroughly catalogued. After some further tea, and expressions of appreciation of our reception and the things we had seen and heard, Hilversum was left behind, and in a short time the party reached Utrecht, another city whose beauty captivates the

heart at once. A short tram-ride brought us to the "Nord-Brabant"—"our" hotel, where everybody made efforts to make themselves as beautiful as possible, and enjoyed a very gay and very noisy dinner which was marked by incidents, as the Midland Contingent could tell! The gaiety was enhanced by another dinner-party who seemed to dine for the most part on much vigorous and whole-hearted declamation of the "Marseillaise," and other songs of liberty. After that the whole party walked through crowded streets to the Openbare Leeszaal en Bibliotheek, and our young and hatless friend attracted an amount of attention which was embarrassing even for him! At the Library, members of the staff presented each person with a couple of daffodils. The Lecture Hall soon contained over one hundred people brimming over with enthusiasm and friendliness. The English visitors were welcomed in terms of great warmth by speakers on behalf of the Utrecht Libraries' Committee, on behalf of the Society of Dutch Librarians, and on behalf of the Society for the Common Good. The enthusiasm evoked by these speeches was enormous, the applause was thunderous; everybody laughed because they were too happy to do anything else, and then Mr. Checketts evoked fresh bursts of enthusiasm by presenting the three ladies of the Dutch Committee with a small token of the regard of the English party, and asking Dr. Steenberger to accept a bibliographical work as a mark of their appreciation for the work he had done. And then—led by Mr. Harrison—we sang "For they are jolly good fellows" till the roof rang. This was followed by an address by Mr. Sayers on "The Aims of Librarianship and the Organisation of the Profession"; an address marked by eloquence and inspiring idealism, and a joke which made the room resound with laughter; it was an inadvertent reference to "our English Bacon" which caused the convulsion, which was not lessened by the speaker's attempt to explain that he was referring to the man and not the breakfast dish! But the address was received with the enthusiasm it deserved. Then came an interval for refreshments, social intercourse, and an examination of the Library which was the only non-open-access library visited during the Easter. Utrecht has the largest public library in Holland, its lecture-hall would seat between two and three hundred people, the reading-room is large, and furnished according to the most up-to-date methods, as are also the other departments. This interval was followed by an extraordinarily interesting lantern-lecture by Mr. Hingst, on "Library Work in Holland,"

—an address, the writer believes, which is to be given at the Library Association Conference at Bournemouth. At a very late hour, the meeting broke up and the whole party returned to the hotel; it was mirth-provoking to witness the attempts of some of the most staid of English librarians to imitate the "Amsterdam" step! At the hotel, some went to enjoy music, and others went to accompany the Hilversum party to the station, and walked back quietly beneath the light of the loveliest of moons.

The efforts of one or two photographers to "snap" the scene of their slumbers resulted in a Dutch crowd before the hotel on Monday morning, a crowd which dispersed when it was told that the noise came from the English party! After breakfast came a walk through the city, past the Cathedral with its separated tower to the Public Library, outside whose walls the official photograph was taken. And then by devious ways, the University Library was reached; careful and thoughtful preparation had been made for the visitors here, for all over the place were directions in English! Of the glories of the Utrecht University Library the essayists will have much to tell; the manuscripts were as beautiful as the keenest connoisseur could desire, there were many interesting bindings, and many interesting details of administration. Miss Van Rije shewed us a card-catalogue of size, and explained the system of inter-loans between other libraries and that of Utrecht; told how each student is provided with a drawer in which he may lock his papers; explained the issue-methods and answered innumerable questions. On the wall of the assistant's desk is printed in clear script, "DO IT NOW"! The visitors passed down the older part of the library which was once a king's ball-room, and now serves as a store, and saw new examples of printing. After a walk through the Park and a purchase of post cards, the hotel was reached once more, and lunch came to an end to the accompaniment of speeches of appreciation of the work of the Hon. Secretary and the Dutch Committee from Mr. Harrison and Mr. Rhys Phillips, speeches which evoked whole-hearted and sincere agreement. One cannot adequately express how great is the debt which the Easter Schools owe to Mr. Sayers, but each member of those Schools realises that without the work and enthusiasm he puts into their organisation, they could not attain the success which so far has attended them. The Association has marked its appreciation by the conferring of the highest honour which can come to an assistant-librarian upon him—the honour of the Honorary Fellowship of the Association.

it now remains for those who have been members of any of these Schools to express the sincerity of their appreciation of his work by doing everything in their power to make the School which is to be held in London next Easter as successful as the Dutch School of 1913.

After these speeches, which were interspersed with the usual ditty, the whole company joined hands and danced round the room singing, "For Auld Lang Syne." And then came the departure for Rotterdam. At Rotterdam, two of the members of the library staff accompanied the party to tea, and then came the final farewell. Those we left behind stood upon the quay, and cheered the travellers; the travellers cheered those left behind; they cheered the Dutch people; they sang as ever, and the last the Dutch members heard of the English members was the strain of "Auld Lang Syne."

The voyage was not without incident or gaiety; much singing was accomplished; many deck-promenades took place, and Mr. Gay danced the Irish dances. Everybody enjoyed the sweetest of slumbers, rose early and joined "General" Gay's army soon after breakfast; a gallant army headed by Mr. Loney discoursing martial strains on the piccolo; an army dismissed by its commander in no sugary terms of "compliment." And so the party reached Gravesend, and within the space of little more than an hour London was reached, and the Dutch Easter School became a memory of the past—a memory ever provocative of pleasant, gay and stimulating thoughts.

#### LIBRARY SCHOOLS IN THE UNITED STATES.\*

By MISS DOROTHY BALLEN, London School of Economics.

Having always taken the library school for granted as a part of the American library system, I learned with some surprise how recently the movement for technical training arose. Until near the end of 1887 there was no such thing as a library school in the United States, nor even any instruction in librarianship outside the libraries. As was remarked at the A.L.A. Conference in 1898, "the only kind of training for library work possible previous to 1888 was training *in* rather than *for* it." But in 1887 the library school was already a matter of practical politics, and within the next few years it had made its presence felt. As a

\*A paper read before a meeting of the Library Assistants' Association, at the Wimbledon Public Library, on Wednesday, May 14th.

result of the movement for organised training which has taken place during the last twenty-five years, it is no longer stated as an axiom that "anyone can look after a library." Librarianship in the United States has been raised to the status of a learned profession, and its study has attained the rank of a science. This great advance is due to the energy and the infectious enthusiasm of one whose name is "familiar in our mouths as household words," Melvil Dewey. His little class at Columbia College has grown into the greatest school in the States, and a steady stream of graduates has gone out from it to organise and direct other schools.

The establishment of library schools and training classes in the United States has progressed with extraordinary rapidity since the days when Mr. Dewey first laid his scheme before the authorities of his college. Within a decade of the organisation of the first school, five others had arisen, and three summer courses had been organised. In the next ten years the number of regular schools was doubled, while the summer schools had multiplied at a surprising rate. Apprentice classes were also developed in a number of the larger libraries, in order to secure a supply of partly trained workers for the junior posts; and quite a number of these are now at work. In fact, there is little excuse for the employment of untrained workers—*east* of the Mississippi, at any rate.

The library schools which give courses in librarianship extending through the winter months fall into three main classes. In the first rank come the schools which admit only graduates of recognised colleges, and which confer a degree in library science on examination at the end of a two years' course. There are only two representatives of this class—the Albany School, which is part of the New York State University, and the Illinois University School of Library Science. In the second class are the schools with lower entrance requirements, which award a certificate at the end of a year's work. These are the Pratt Institute, the Drexel Institute, the Library Schools of the New York and Atlanta Public Libraries, and the Western Reserve Library School. All five require of candidates for admission a good secondary education, and test it by entrance examinations. The third class of school is that in which students are admitted at eighteen, but have to combine the general work for a degree in the librarianship course. Graduates are usually allowed to proceed to a degree in librarianship on one year's technical work, but

for ordinary students the course extends over four years. Simmons College and Syracuse University are the only representatives of this class.

In addition to the institutions already mentioned, there is one of whose place in the classification I am not quite sure—the Wisconsin School. During its short life it has qualified for the second and third classes, and will probably be in the first class very soon. In 1908 it arranged with the University of Wisconsin that lectures in librarianship should count towards the B.A., so that a student might take the library course in his third year, and get the certificate of the library school, and the degree of the University at the same time without extra work. In 1911 the School was affiliated to the University, and it will probably before long obtain power to present candidates for a degree in library science.

There are, or have been at different times, other attempts to give a general training for library work, but they are comparatively unimportant. I will therefore pass them over, and proceed to give some account of the growth and present position of the principal schools. The history of the library school movement is, down to 1890, the history of the New York State Library School. Mr. Dewey's scheme for classes in library work was first laid before the authorities of Columbia College in 1883, but it was not till 1887 that the school was opened for a three months' course. At first the class was limited to 10 students, but in the end twenty were admitted, and, at the request of the students, the course was extended to six months. Two years later Mr. Dewey migrated to Albany, and the school of course went with him. There he worked so energetically on its behalf that the A.L.A. thought it advisable to appoint a special committee to watch his performances. The New York State University also was impressed by the work of the School, and decided in 1891 to incorporate it. The entrance age was thereupon raised to twenty, and a high school diploma required of candidates. In 1902 the standard was still further raised, a degree (or evidence that a three years' college course had been taken) being required. Since 1906 only graduates have been admitted. The stringent entrance conditions are justified by the aim of the school, which is to fit students for the higher-grade posts in the library world. The average salaries received by Albany graduates indicate the school's success in fulfilling its intentions. The course at present offered extends over two years. In the first year most of the time is given to the technical

aspect of library work, one good method in each branch being taught as thoroughly as possible. In the second year more attention is paid to bibliography, book selection and reference work; and a comparative study of methods is made. In connection with this the students make visits to other important libraries, and report on them afterwards in class. In the course of their two years they get in over 300 hours of practical work in the New York State Library. Altogether these students lead a strenuous life—about 40 hours' work a week is the estimate of the school authorities, and as that includes private study, I should think it is rather too low than too high.

The only other school which at present ranks with Albany is that of the University of Illinois. It was organised in 1893 at the Armour Institute in Chicago, by Miss Katharine L. Sharpe, a graduate of Albany. Four years later it was adopted by the State University, and, like Dewey's School, raised its entrance standard. It now admits only graduates, and gives a course planned on the lines of that given at Albany.

Of the schools which give a one-year training, the oldest and best-known are the Pratt Institute in Brooklyn and the Drexel Institute in Philadelphia. Pratt was opened in 1890, under the direction of Miss Mary Wright Plummer (another of Dewey's students). The entrance standard was not quite so high as that of Albany, but was soon raised. At present no one under twenty, or without a good high school education, is admitted to the fairly stiff entrance examination. The class is limited to twenty-five members, so that it is possible for the instructors to get to know all their students thoroughly well. This is important, as at the Pratt Institute great stress is laid on the element of personality in library work—more, perhaps, than in any other school. The course is planned to fit students for subordinate positions in large libraries, or for the management of small ones, and much more time is therefore devoted to cataloguing and to purely technical work than to anything else. For those who can give two years to study, a senior course is provided, which is entirely independent of the first year's work. In this course historical bibliography, palæography, and the cataloguing of incunabula, are the principal subjects dealt with.

The classes at the Drexel Institute are nearly as old as those at Pratt. They were organised in 1892 by another distinguished pupil of Dewey, the late Miss Alice B. Kroeger. The entrance requirements are a little lower than those of

the Pratt Institute, the preliminary examination being about the standard of the London Matriculation. Here a disproportionately large amount of time appears to be given to cataloguing; but reference work and bibliography also receive a good deal of attention, and in classification a comparative study of Dewey and Cutter is made. The practical work is done in the large open-access library of the Institute, and it ought to be a very valuable part of the training, for the authorities say that no merely mechanical operation is ever required of any student on more than one occasion.

The practical work has good features also at the Wisconsin School, which lives with the Madison Central Public Library. Here the students are assigned to different libraries for their periods of practice, so that they may have opportunities of comparing notes afterwards. The training is intended to fit for administrative positions in small libraries, and is planned with special reference to the conditions of Wisconsin. The school is comparatively young, dating only from 1905; and it is, I think, the first school founded by a State Library Commission.

The foundation of two other second-grade schools, those of the Western Reserve University and of Atlanta, was rendered possible through gifts from Mr. Carnegie. The Western Reserve Library School was organised in 1904 at the Adelbert College in Cleveland, Ohio. It works in close co-operation with the Cleveland Public Libraries, which established a station at the College in December, 1909. A good many of the students come from the staff of these libraries, and take part-time work at the School. The Atlanta or Southern School was started in 1905, as an experiment, in response to the demand for workers trained in the apprentice class of the Atlanta Public Library. The venture was entirely successful, and in December, 1907, Mr. Carnegie secured its continuance by assigning it a sufficient income. It is now doing good work in the training of workers for the direction of small libraries, and pays special attention to southern conditions.

Youngest of all the schools is that of the New York Public Library, opened in 1911. For a good many years before this, training classes had been held with the view of preparing students for subordinate positions in the public libraries of New York; but in 1911 it was made possible, by the generosity of Mr. Carnegie, to extend the work considerably. The new school, like Pratt, was organised by Miss Plummer, and on lines not unlike those of her old school. The course

is planned to cover two years, with a certificate at the end of the first year and a diploma at the end of the second. In the second year students recommended for such treatment are not only given free lectures, but payment for their practical work in the libraries.

The institutions which combine academic with technical training are not very numerous—Simmons College and Syracuse University. At Simmons College is given a four-year course for the degree of Bachelor of Science. It should be an excellent preparation for library work, for it is much broader than our English degree courses. The studies in librarianship are distributed over the last three years of the course. For graduates of other colleges there is a special one-year programme, in addition to which a thesis and six months of practical work are required for the degree in library science.

At Syracuse a two-year course in library economy was planned in 1896, and in the next year regular classes were formed. Certificates are granted on the two year course alone; the full S.B. course, with librarianship as a selected subject, has to be taken if a degree in library science is desired. A one-year course was arranged last year for the benefit of graduates of other colleges, on the same lines as that at Simmons College.

Though so good a choice of schools is offered, many are unable to take advantage of these facilities for study because they are already at work, and cannot get leave of absence for a winter course. To meet their needs numbers of summer schools have sprung up, giving courses lasting from four to eight weeks. In this work the State Universities and Library Commissions have taken the lion's share, showing thereby their appreciation of the value of trained workers. In most cases these schools are limited to those already holding or appointed to posts in public libraries—a very wise provision—and those organised by Library Commissions are generally free to all library workers within the state. Most of the schools compress into a strenuous six weeks a survey of the whole field of library science; others give detailed courses in one or two subjects each year. At these schools classes for discussion and practical work are generally arranged to follow the lectures. In fact the summer course is usually an excellent preparation for future study.

In addition to the schools which give a general course in library work, there is one important school which I have not yet mentioned—that for Children's Librarians at

Pittsburg. Work with children was a special feature of the Pittsburg libraries from their inception; and in order to maintain a supply of trained workers for this department they established a training class, which in 1900 was transformed into a school for library workers generally. No other institution had hitherto attempted to give detailed instruction in this branch, except Pratt, which planned a course for children's librarians in 1899, but abandoned it in 1901, on account of the advent of Pittsburg. The school offers a two-years' course for those who have a good general education, and a one-year course for those who have had a year in one of the higher-grade library schools. So far no other school has entered into competition with Pittsburg, though during the last two years the facilities for studying the relation of the public library to the child have been extended a little. The summer schools of the Indiana Library Commission and of the University of Utah last year both dealt with this subject; and during last session the School of Education of the University of Chicago offered a course in school library economy to teachers and library workers. Several State Normal Schools also contrive to give some teaching and a good deal of practice in the management of school libraries.

There remains still an important factor in the training of library workers in America—the apprentice class in the public library. However, as this is not really a school, but only the germ of one, I will not attempt to deal with it to-night, but conclude with a brief indication of the general results of the development of the movement for technical training. There is no lack of expressions of American opinion on the subject, for the attitude of the library world to the movement has changed considerably since the days when Mr. Dewey's brilliant evolutions commanded the awestruck admiration of the A.L.A. It is generally allowed, however, that the schools have proved a sound investment both for library workers and for the general public. The graduate of a good library school can always command a fairly high salary at the start, for the supply of well educated and well trained graduates is as yet scarcely equal to the demand. And whatever else the library school may do or fail to do, most people are agreed that it gives its students a breadth of view, as well as a capacity for the ordering of details, which is rarely found in the library worker who has not taken a college course. The result is admittedly good, but the methods by which it is reached are often criticised very severely. All the important schools have in turn been

accused of overloading their students with work. It does look like it, when lectures and study are estimated to occupy 35 to 40 hours a week; but the students, who after all ought to know best, do not seem to find the burden so great. Just at present the question of specialisation is in the air, having been very thoroughly discussed at the A.L.A. Conference of last year. The general sense of that meeting was in favour of at least one year's all-round training for library workers, whether they intended to specialise in their later work or not. As a result of that discussion, I expect we shall see before long a considerable increase in the number of alternative second year courses in the larger schools. The schools which train workers for small municipal libraries will of course not be affected by the demand for specialists.

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### THE LIBRARY SCHOOLS OF THE CONTINENT.\*

By Miss O. MÜHLENFELD, Hilversum Public Library,  
Holland.

The subject of Library Schools is not an easy one, because library training on the Continent, with the exception of Germany, is still in its infancy. Still it may be worth while to record the infant's doings, in the hope that you may discover the makings of a man in him. As, after having heard about library schools in England and America, the transition to countries in which these institutions belong to the future as yet may be too great, I shall begin with Germany. In Germany there is training in library matters for the university graduate, as well as for those who have not been at the Alma Mater. The former are destined for the higher positions in scientific libraries; the latter either relieve the former of purely technical duties in university libraries, or find their work in popular libraries. Prussia was the first of the German states which took measures on behalf of those university graduates who wished to take up a library career. The necessity was felt for fully qualified librarians, who were to be nothing but librarians, and not professors for the greater and librarians for a small part of their careers.

In 1893 a ministerial decree regulated entrance into library service in Prussia; the candidate for library honours, who must have a doctor's degree conferred on him before starting his library career, has to serve two years as

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\*Paper read before a meeting of the Library Assistants' Association, at the Wimbledon Public Library, on Wednesday, May 14th.

a voluntary assistant; at the Royal Library, Berlin, or at one of the university libraries. It is advisable to spend the second year at Göttingen for the sake of the lectures in "Bibliotheks-Hilfswissenschaften" given at that university, though it is not absolutely required. At the end of the two years there is an examination, the first of which was held in 1896, embracing library economy, library history, bibliography, literary history and modern languages, viz., French, English, and Italian. The successful candidate, who gets the title Bibliothek-Assistant, continues his voluntary work until something transpires; the unsuccessful one may try again after six months, but if he fails again, the library career is closed to him.

In Bavaria, in which state the ministerial decree appeared in 1905, the training lasts one year and a half instead of two years. A doctor's degree, though required at the time of the examination, is not necessary for entrance as a voluntary assistant. Most important of all, there is real systematic training at the Royal Library in Munich, given by library authorities. At this library nine months have to be spent by those who wish to go in for the examination, which embraces library economy, bibliography, knowledge of incunabula and the art of printing. In the other states the library officials in the higher ranks of scientific libraries are chosen from the university graduates as a rule.

To relieve the higher officials of that part of their work which requires a sound library training and a good judgment rather than a university education, the position of secretary was created. In Prussia secretaries were appointed in three university libraries in 1906, and in that same year a ministerial decree regulated their position. These officials must have a Latin or high-school training, and have served one or two years as voluntary assistants, according to their training before entering library service. For booksellers who had been in that trade for at least three years, one year of voluntary service suffice; when they have been occupied as such for two years only, they have to serve as voluntary assistants for two years.

As was to be expected an examination could not be long deferred; it came in 1909, for the benefit of those who either wanted to be employed as the "*Mittlerens Bibliotheksdienst*" in scientific libraries, or who desired to find employment in popular libraries and kindred institutions.

To be admitted to the examination, the candidate must be able to prove (1) that he has had Latin, high-school or equivalent training; (2) that he has occupied

himself during three years with library matters, one year of which must have been spent in active service either at a university library or at a popular library under a professional leader.

The manner in which the theoretical knowledge is acquired is left to the candidate. Open to him are lectures, courses in languages, a stay in England and France, training in a bookseller's business, etc.

The examination is both oral and written. For the written part, among other things a composition has to be made in German about a "bibliotheks-technisches or *buchgewerbliches thema*;" French, English, and Latin titles have to be catalogued for the alphabetical catalogue, with all the necessary cross-references, and a proof of knowledge of typewriting and shorthand has to be given if the candidate has no certificate to show in respect of these. The oral examination contains:—

(1) Library economy: knowledge of library administration; of the different systems of cataloguing; of bookbinding.

(2) Bibliography: knowledge of the most important German, English, French, and American works of reference.

(3) History of literature and science: knowledge of the divisions of the sciences and their terminology; knowledge of the most important publications in Germany, England, and France from the time of the Renaissance, as well as a sound opinion as to the educational value of the most famous of these works. Brilliancy in library economy can make up for failures in literary history, and *vice versa*. Moreover, a sound musical education counts for much and may cover errors in the history of literature.

(4) Languages: translation of a not too difficult French and English passage, and—for the sake of service in a scientific library—of a Latin text.

The examinations, which take place at least once a year, and which in case of failure may only be repeated once, do not entitle one to an appointment in a State library. Applicants for a situation in one of these libraries, who have passed the examinations, have a good chance, however, of being appointed. The theoretical training required for the examination is supplied by certain courses; and among the best known are those of Professor Wolfstieg and Professor Hottinger, of Berlin. There is an examination at the end of the course.

At Professor Wolfstieg's course, the pupils get instruction in library economy, history of printing, bookbinding,

bibliography, Latin, the rudiments of Greek, literary history and philosophy. Visits are paid to factories of all kinds, and a trip is made to Leipzig for the sake of a visit to the large booksellers, as F. Volckmar and Breitkopf and Härtel; the students visit the important libraries of Berlin, and get practical experience in popular libraries. This crowded programme must be gone through in one year, after which there follows a year of practical service, with a view to the State diploma.

The examination instituted by Professor Wolfstieg embraces a translation from Latin into German; a piece of technical work, *i.e.*, cataloguing and bibliographical work. The libraries in which the practical year required for admission to the State examination may be spent are, for Prussia:—

(1) The Royal Library, Berlin; (2) University libraries of Prussia; (3) Library of the Houses of Parliament, Berlin; (4) Library of the Technical High School, Berlin; (5) Breslau Municipal Library; (6) Charlottenburg Popular Library; (7) Dantzig Municipal Library; (8) Dantzig Library of the Technical High School; (9) Düsseldorf: Landes-bibliothek; (10) Elberfeld Municipal Library; (11) Erfurt Municipal Library; (12) Frankfort-on-Maine Municipal Library; (13) Frankfort-on-Maine: Rothschild 'sche Bibliothek; (14) Kassel: Muchard 'sche Bibliothek; (15) Cologne Municipal Library; (16) Posen: Kaiser Wilhelm Bibliothek; (17) Wiesbaden: Nassau 'sche Landes-bibliothek. In 1910 two examinations were held, for which 12 candidates sat, among whom there were 11 women.

We now turn to Belgium. In this country a special training for library work is required only in the Royal Library of Brussels and the university libraries of Ghent and Liege, to which no one is admitted as an official who has not served for a year and a half, or two years as a voluntary assistant, and has passed an examination at the end of that term. To be admitted as a voluntary assistant it is necessary to have a doctor's degree or the certificate of an *ingénieur*, as regards the Royal Library at Brussels, or to be Bachelor of Arts or Science as at the university libraries. Failing these qualifications an examination has to be passed, corresponding to that required for Bachelor of Arts. The final examination which is partly oral, partly written, and takes place once a year, is announced in the *Moniteur Belge*; the candidate has to mention two languages besides French, Flemish, Latin and Greek in which he may be examined. Besides language, the examination embraces:

palaeography, bibliography, library economy, library history, history of printing, classification, etc. Those who have distinguished themselves by research work are exempt from the examination, but up to 1912 this rule had never been applied. Successful candidates bear the title: *Candidat bibliothécaire*; from among them the officials of the above mentioned libraries are recruited. For all the other Belgian libraries no training is yet required.

In France there is training for the future university librarian and librarians of large municipal libraries. For workers in popular libraries, the Association of French Librarians, in 1910, for the first time, opened a course based on the lines of those held by the Library Association. During the course instruction is given in :

I. Book knowledge: kinds of paper and ink; binding; illustrations and editions; copyright; periodicals.

II. Classification; bibliography; the use which may be made of a library; its resources; bibliographical repertories; documentation of a subject; bibliographical systems; special bibliographies; contemporary history; sociology; science; commerce and industry; catalogues; indexing of books and periodicals.

III. (a) The large libraries: *Bibliotheque Nationale*; British Museum; French and foreign university; the budgets; special scientific libraries. (b) The "Public Library" in England, America and Australia; Ewart's Act; lending and reference libraries and newsrooms; "Bücherhallen" in Germany; les "Populaires" in France; libraries and teaching; school libraries and children's libraries. (c) The profession of librarian; management of the library; administration; statistics; professional examinations; career; librarians from a social point of view.

In Holland there is no regular training school as yet, nor are there examinations leading to a library career. Thanks, however, to the untiring efforts of Dr. H. E. Greve, the secretary to the Central Society for Public Libraries, courses of lectures in different subjects more or less intimately connected with librarianship, were held in 1908, 1909, and 1910, under the auspices of the Central Society; the first and second at the Hague, and the third at Amsterdam at the School for Social Work.

The programme of the first year included bookbinding; bibliography, in particular the history of the novel till the latter half of the nineteenth century; library building; and library economy. At the end of the course, five ladies who

had attended the lectures went to England to make the acquaintance of the excellent public libraries that country possesses. To that visit, which was limited to London and Croydon, they owed a great deal, as it inspired them with enthusiasm for a fine social work. The following winter a course of lectures was started on about the same lines. Among the subjects figured, bookbinding; antiquarian bookselling; Russian literature (the novel); library economy; cataloguing; how a book is made, etc. Besides the usual course of lectures, the third year brought a novelty in the shape of a correspondence course in cataloguing, with an examination at the end of the course in 1911. Fourteen students partook of the course, of whom thirteen went in for the examination, with the result that nine were successful and gained certificates. Among the questions put to the students at the oral part were the following:—

What is cataloguing?

What are the principal points of difference between the German and the Anglo-American code in their treatment of anonymous works and of State publications?

When is a cross-reference necessary?

What is the difference between a catalogue and a bibliography?

What is the use of capital letters in bibliography?

Why do we annotate, and what books require annotating particularly?

In 1911 and 1912 no courses were held, but next winter "The Association of Librarians and Library Assistants," founded October, 1912, will start a course in bibliography.

Some library workers have looked abroad for the training which was not to be found at home; some went to work in English libraries, where they found a kind reception and instruction, which was very welcome; others again partook of the correspondence course started by the Library Association. Two ladies gained certificates in cataloguing and library economy.

*Norway and Denmark.* To wind up with the North I shall give you the information which was kindly furnished me by Mr. Arnesen. There is no library school in Norway; some libraries, e.g., the University Library at Christiana, train the staff themselves; others, especially the larger ones, recruit their ranks with graduates from foreign library schools, as many Norwegians are trained in American libraries. For the sake of the librarians of many small rural libraries, who, as a rule are teachers, short summer

courses were held during 1911 and 1912, and will be repeated every year. The courses, which generally lasted a week, were held at Bergen (1911), Trondhjem, Forde and Eidsvold (1912); the expenses of the latter were defrayed by Government. At the Teachers' Training Colleges, library instruction will be imparted, as has been done in Holmstrand in 1911-12.

The state of things in Denmark is much the same; in 1910 short summer courses were started in that country.

From the above you will have become aware of the fact that in the way of training much remains to be done on the Continent. One important thing, however, has been accomplished. People are recognising in many countries the importance of libraries, especially public libraries, as a social factor. Good public libraries require efficient, trained librarians, and I hope that the day will not be far distant when librarians of every country will find that facilities for training are as practicable as in any other profession.

## PROCEEDINGS.

### EIGHTEENTH ANNUAL MEETING.

THE EIGHTEENTH ANNUAL MEETING of the Association founded a precedent, which bids fair to become established, in the annals of the L.A.A. In order to meet the convenience of our Provincial colleagues it was deemed expedient to hold the 1913 Annual Meeting at some town in the Midlands, and, in finally selecting Nottingham as the venue, the L.A.A. Council undoubtedly acted wisely and well.

It was a gay and merry party of southern members that left Marylebone at 11.30 a.m. of a brilliant morning, June 17th to be exact. Reserved carriages had been arranged for and the general hilarity of the party continued throughout the journey to Nottingham, without hitch or hindrance. The town, associated so intimately with "Robin Hood and his Merry Men," was reached at 2.10 p.m., where, on the platform was the genial person of Nottingham's eminent chief librarian, Mr. J. Potter Briscoe, and a little further on a number of the Nottingham staff saluted the arrivals with a rousing cheer. A few minutes' walk through the city sufficed to bring the party to the Public Library and University College, an illustration of which is given as an inset, where, at the entrance to the room in which the proceedings were to take place, every visitor was presented with a souvenir in the shape of a neat 12 pp. illustrated programme of proceedings, together with a few brief notes on the Nottingham Public Library system. Conspicuous, too, in this room, was a large inscription on a blackboard, "Welcome to the L.A.A." The visitors were at once invited to partake of light refreshments, and it is sufficient to add that the invitation did not need repetition. Hereabouts the Yorkshire and Midland contingent joined forces, bringing the party up to about 40 in number.

The first business on hand was the joint meeting of the Council and Branch Committees. What time this was taking place, the remainder of the

Association visited Nottingham Castle under the personal supervision of our worthy host, Mr. J. Potter Briscoe. The Meeting indicated quickly resolved itself into a discussion as to the ethics of Branch and general Association relationship in matters of public policy, and, after a lengthy discussion, taken part in by Messrs. CHECKETTS, CHAMBERS, THORNE, WOODBINE, GRINDLE and SAYERS, the following resolution proposed by Mr. W. B. THORNE was carried: "This Meeting of the Council and Branch Committees is of opinion that resolutions passed by Branch associations affecting the public policy of the Association generally shall be submitted to the Council for confirmation before action be taken, and recommends that the the matter be considered by the Council and each Branch Committee individually for report later."

The Association now adjourned to tea by kind invitation of Mr. and Mrs. Potter Briscoe, at the Mikado Café in the Market Place, where to the strains of a capable orchestra ample justice was done to the viands, daintily served, placed before an appreciative company. During tea the PRESIDENT (Mr. H. T. Coutts) in a vote of thanks to Mr. and Mrs. Potter Briscoe, and the staff of the Nottingham Public Libraries, felicitated the host in a happy speech. In that the L.A.A. had completed its eighteenth year it might reasonably be said to have come to years of discretion: it had given evidence of that discretion by deciding to hold its annual meeting there, when breaking away from the London tradition, and they were grateful for the opportunity. The Nottingham Public Libraries system besides being an example of a well administered system, had at its head, in the person of Mr. Potter Briscoe, a man who was widely known and respected in the profession. Mr. J. POTTER BRISCOE replied in a speech illumined with humour. He welcomed them to Nottingham. By their coming they had made an addition to local history. He was proud of the fact that Nottingham had been chosen as the first town to be visited outside of London. He had been described as a library "father," and he supposed he was entitled to the designation. Hearty applause marked the conclusion of Mr. Potter Briscoe's speech, after which the gathering broke up into two parties, one to visit the river and the other bent on exploring Nottingham Castle and Museum. Rain was now gently falling and caused many anxious glances skyward, but fortunately it soon ceased. The Castle, approached by a Norman gateway recently restored and through beautiful grounds, was soon reached. Here, in the picture gallery, were seen, "The Spirit of Christianity," by G. F. Watts; a picture of G. Morland, by himself; a portrait of H. Kirke White; and a sea piece, by Edwin Ellis. A gallery is devoted to textiles and lace, and there are courts containing antiquities, ceramics—notably the fine Felix Joseph gift of Josiah Wedgwood ware—and other examples of decorative art. The view from the terraces of the Castle is extensive, and the original position is of considerable historic interest dating from 850 A.D. Nottingham people may surely claim that few museums occupy such a favourable position. The castle is oblong in shape with frontages on the east and west, the former beautified with Corinthian columns. Back to the Library and University, the gathering prepared itself for

#### THE EIGHTEENTH ANNUAL BUSINESS MEETING.

The PRESIDENT, in moving the adoption of the ANNUAL REPORT, called attention to the various items in a running commentary touching briefly on the increased membership; international school; L.A.A. library; propaganda work; the editorship, and other matters. Mr. H. W. CHECKETTS (Vice-President, Birmingham) seconded the adoption of the Report in a speech which embodied a few pertinent interrogations. The Report having been adopted the next business was the declaration of the ballot as follows:—

**President :**

Henry T. Coutts, Islington.

**Vice-President :**

Norman Trelliving, Leeds.

**Honorary Treasurer :**

W. Geo. Chambers, Plumstead, Woolwich.

**Honorary Secretary :**

W. C. Berwick Sayers, Croydon.

**Fellows :**

## ELECTED.

R. A. Peddie, St. Bride Institute	...	149
Hugh Smith, Bishopsgate Institute	...	113

## NOT ELECTED.

W. Ewart Owen, Leamington...	...	107
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**London Representatives.**

## ELECTED.

W. B. Thorne, Poplar	...	185
Miss O. E. Clarke, Islington	...	174
G. R. Bolton, Stoke Newington	...	165
J. D. Young, Greenwich	...	165
Miss M. Gilbert, Fulham	...	155
W. G. Hawkins, Fulham	...	149
J. F. Hogg, Battersea	...	135
W. H. Parker, Hackney	...	114
C. H. R. Peach, Gray's Inn	...	112
H. R. Peters, Lewisham	...	108

## NOT ELECTED.

D. S. Young, Chelsea	...	89
C. A. Harris, Deptford	...	78

**Non-London Representatives.**

## ELECTED.

W. H. Checketts, Birmingham	...	155
E. Male, Brighton	...	132
H. G. Sureties, Hornsey	...	122
W. G. Strother, Leeds	...	115
J. Warner, Croydon	...	109
J. Ross, Liverpool	...	103
F. W. C. Pepper, Bolton	...	102
A. C. Piper, Brighton	...	101
W. Pollitt, Leeds	...	101
W. Morgan, Cardiff	...	92

## NOT ELECTED.

T. Coulson, Belfast	...	92
J. C. Handby, Bradford	...	72
R. W. Parsons, Bradford	...	65
H. G. Steele, Leyton	...	59
F. E. Sandry, West Ham	...	54
H. Woodbine, Birmingham	...	53
H. G. Hayne, Hornsey	...	52
J. E. Walker, Tottenham	...	51
H. Grindle, Birmingham	...	49

Mr. Coulson, who tied with Mr. Morgan, was declared ineligible for election under Rule 4.

Charles H. Clinch } Scrutineers.  
Fredk. C. Bushnell }

The PRESIDENT condoled with the unsuccessful candidates, especially those who were originally members of the Council, and extended his congratulations to the new members, after which Mr. J. B. ELLISON (Leeds) moved the resolution standing in Mr. J. Warner's name, *i.e.* "That the number of Honorary Fellows of the Association be restricted to twenty-five."

This was seconded by Mr. A. C. PIPER (Brighton) and agreed to without discussion.

The next business was the motion by the Midland Branch, moved by the Honorary Secretary, Mr. F. J. PATRICK, and seconded by Mr. HERBERT WOODBINE (Birmingham).

"That this the Eighteenth Annual Meeting of the Library Assistants' Association, respectfully urges the Library Association to conduct its Examination twice yearly; and expresses the opinion that the large

number of candidates is sufficient evidence that additional examination facilities are urgently needed; and also that the length of time between the examinations involves a large unnecessary waste of candidates' time."

This resolution provoked considerable discussion by Messrs. CHAMBERS, PEACH, GRINDLE, TRELIVING, POLLITT and the HONORARY SECRETARY, and was carried unanimously.

Miss GERARD (Worthing) called attention to the inadequate arrangements made at the Library Association Examination centres, and proposed the following resolution:—

"That the Eighteenth Annual Meeting of the Library Assistants' Association wishes to express its disappointment at the inadequate methods of supervision at the Examinations of the Library Association, and the lack of quiet, suitable rooms for the Examinations; and the Meeting also respectfully protests against the inclusion in any section of the examination of questions properly belonging to other sections, as, for example, questions upon proof correcting, which properly belong to Section IV. (Cataloguing) in Section VI. (Library Routine)."

This was seconded by Mr. W. G. CHAMBERS (Woolwich), and a keen and animated discussion resulted, in which Messrs. MALE, CHAMBERS, GERARD, CLARKE and the HONORARY SECRETARY took part. It was alleged that candidates had, in some cases, been allowed to leave the examination room; that there was an insufficiency of copies of the classification for candidates; that candidates had been compelled to work in rooms where library work was in progress, and an instance was given of a case of insufficiency of the schedule of Examination questions. The resolution was carried unanimously. This concluded for all practical purposes the Eighteenth Annual Meeting. Fortified by light refreshments the southern party made their way to the station; the last handshakes were given, the last good-byes said, and amid a salvo of cheers the train moved out of the station. So ended an Annual Meeting unique in the annals of the L.A.A., but which cannot fail to be productive of much good.

#### YORKSHIRE BRANCH—JUNE MEETING.

The June Meeting was held in Manchester on Wednesday, the 11th, where, by the kindness of Henry Guppy, Esq., M.A., members were privileged to attend the afternoon session of the Summer School then in progress at the Rylands Library. Mr. GUPPY addressed the students and members of the branch on "The Stepping-Stones to, and the Beginnings of the Art of Typography," illustrating the address by a series of lantern slides made from MSS. and printed books in the Rylands Library. The address was followed with keen interest by everyone present and thoroughly appreciated, delivered as it was with a simplicity of design and diction that appealed to senior and junior alike.

Following immediately, tea was served by invitation of the Manchester Fellowship of Assistant Librarians, and at the close of a very fraternal meal votes of thanks to Mr. Guppy and the Fellowship, together with Mr. O. J. Sutton,

its secretary, were moved by the Yorkshire President (Mr. J. B. ELLISON) and Mr. G. W. STROTHER.

The evening was taken up by a visit to the Chetham Hospital and Library, where the party were received by Mr. Fielden, the Governor. Under his guidance a tour was made of the library, the dormitory, the swimming bath, workshop, etc. The many objects of interest contained in the institution were noticed in turn, and an entertaining sketch of its history and founder was given by Mr. FIELDEN, to whom a cordial vote of thanks was given at the conclusion of the visit. In the short time that remained a few enthusiasts took advantage of a kindly suggestion by Mr. C. W. Sutton, the chief librarian, and under his guidance inspected the Reference Library in its temporary home.

#### CONGRATULATIONS TO MR. E. J. BELL.

Sincere congratulations to Mr. E. J. Bell, late senior assistant in the Fulham Public Libraries, who has been appointed Chief Librarian of the Public Library, Christchurch, New Zealand. Mr. Bell received his initiation into public library work at the Richmond and Hammersmith Public Libraries; and in 1903 became junior assistant in the Fulham Public Libraries, where he rose to be senior assistant in 1909. An enthusiast in his work Mr. Bell secured the certificates of the Library Association for library routine, organisation and cataloguing: and in 1911 left England for New Zealand. Having taken an important part in the management of the book department of Messrs. Gordon and Gotch, New Zealand, for some time previous to his appointment as Chief Librarian to Christchurch, and compiled a catalogue of it for the Auckland University Library, Mr. Bell may be considered to have an extensive knowledge of library work, both from a theoretical, practical, and business points of view. He will have to re-organise the Christchurch Public Library; to introduce the "open access" system and up-to-date methods of card-charging. Mr. Bell is to be given an entirely free hand in his organisation, and he intends to adopt most of the methods which have proved so successful at Fulham under Mr. W. S. C. Rae, Chief Librarian. An excellent worker, an all-round good colleague, the best wishes of the profession go with Mr. Bell in his well-merited success.

#### NEW MEMBERS.

**Yorkshire Branch.** The following announced as Members in the May Journal should have been announced as Associates: A. E. Sleight (Hull); Miss A. Towler (Bradford); The Misses E. G. Taylor, E. Fretwell, A. Rhodes, and D. Nicholson (all of Leeds).

**North Eastern Branch.** R. Hurford announced as associate in the June Journal, should be: Member: W. E. Hurford.

#### APPOINTMENTS.

†BELL, E. J., late senior assistant of the Fulham Public Libraries, has been appointed chief librarian of Christchurch, New Zealand. [See note elsewhere].

\*GOULDEN, HORACE, of the Torquay Public Library, has been appointed Sub-Librarian of the Huddersfield Public Library.

The other selected candidates were \*H. P. Broadhurst (Stockport) and \*H. Gray (Coventry).

\*Member L.A.A.

†Former Member L.A.A.